Pathways to Reducing Women’s Vulnerability to Climate Shocks and Stressors
Recognizing Women as a Driving Force - Economic Participation and Empowerment

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Islamabad
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Economic Participation and Empowerment

- Overview
- Key Statistics
- Drivers of Change
Population Demographics

Population Census 2017

Total population: 208 million
Rural 132 m (63%)  Urban 76m (37%)

Females: Total 101 m 49%
Rural 65 m (64% of F)  Urban 36 m

Rural Females are 31% of total F+M population
Issues and Gaps in Women’s Economic and Social Wellbeing

- Women have historically been economically and socially disempowered.
- Discriminatory social practices that have also been internalized in policies, institutions and organizations.

**Economic Sphere**
- Lower access to opportunities
- Wage discrimination
- Occupational segregation
- Harassment at workplace
- More women are employed in the informal and agriculture sector in vulnerable jobs.

**Social Sphere**
- Inadequate access to health
- Restrictive social norms
- Underage marriage & child labor
- Almost 39% of women subjected to spousal violence and face severe family and community sanctions if perceived as breaking social norms.
Women’s Work - A Snapshot
Women in the economy—Undercounted, Uncounted, or “Missing”? 

- **14.4 million** women or **26%** of all women ages 15-64 are in the labour force.
- **36%** of the entire population ages 15-64, the equivalent of **41 million** women are not being counted in the economy.
- **70%** of female workers are ages 25-59 years = **8 million** women.
- **68%** women with college degrees NOT in workforce.

Source: LFS 2013-14
**Women’s Work and the rural economy**

### Refined LFPR (ages 15-64)

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td>26</td>
<td>38</td>
<td>55</td>
</tr>
<tr>
<td>Rural</td>
<td>34</td>
<td>52</td>
<td>86</td>
</tr>
<tr>
<td>Urban</td>
<td>12</td>
<td>15</td>
<td>47</td>
</tr>
</tbody>
</table>

### Youth: Refined LFPR (ages 15-24)

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td>22</td>
<td>62</td>
<td>42</td>
</tr>
<tr>
<td>Rural</td>
<td>28</td>
<td>67</td>
<td>47</td>
</tr>
<tr>
<td>Urban</td>
<td>11</td>
<td>54</td>
<td>33</td>
</tr>
</tbody>
</table>

Source: LFS 2014/15.
Distribution of Employed Women (ages 15-64) by Occupation

- Skilled agricultural & fishery workers: 62%
- Craft & related trades workers: 12%
- Professionals: 7%
- Service and sales workers: 2.3%
- Technicians & associate professionals: 1.3%
- Plant/ machine operators & assemblers: 0.4%
- Legislators/senior officials & managers: 0.3%
- Clerical Support Workers: 0.2%
- Elementary (unskilled) occupations: 15%
- Other: 1%

77% earn less than minimum wage

Source: LFS, 2013-14
Occupations with > 30% Women

- Skilled agricultural and fishery workers: 53% are livestock and dairy producers
- Professionals: 92% in teaching, 80% at primary and secondary level. Only 5% at university level

Nature of Work

<table>
<thead>
<tr>
<th>Nature of Work</th>
<th>Female (%)</th>
<th>Male (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agricultural Work</td>
<td>F: 73%</td>
<td>M: 32%</td>
</tr>
<tr>
<td>Non-Agricultural Work</td>
<td>F: 27%</td>
<td>M: 68%</td>
</tr>
<tr>
<td>Formal</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>Informal</td>
<td>78%</td>
<td></td>
</tr>
</tbody>
</table>
# Contributing Family Workers

## Share of Female Contributing Family Workers as % of All Work

**57%**

## Economic Contribution of Unpaid Family Worker by Region in 2014/15 (in PKR billions)

<table>
<thead>
<tr>
<th>Region</th>
<th>Female</th>
<th>Male</th>
<th>Both sexes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural</td>
<td>683.3</td>
<td>538.7</td>
<td>1222.0</td>
</tr>
<tr>
<td>Urban</td>
<td>25.4</td>
<td>150.4</td>
<td>175.7</td>
</tr>
<tr>
<td>Total</td>
<td>708.7</td>
<td>689.1</td>
<td>1397.8</td>
</tr>
</tbody>
</table>

Source: Estimated from LFS 2014-15

## Contribution of Female Contributing Family Workers to GDP:

**6.7 %**

## Contribution of all female employment to GDP

**12%**
Vulnerabilities and Opportunities

- Invisibility of women’s pre-crisis economic activities
- Women and children are disproportionately affected
- Women with disabilities and minority women
- Overlapping, continued and creeping crises

Responses

- Material/ Cash assistance
- Women Friendly Spaces
- Skills training

New Opportunities

shift in gender roles; access to employment; exposure to new groups and learnings
Climate Change and the Rural Economy

Pakistan ranked 7 of 10 countries (Global Climate Risk Index 2017).

Agriculture: Expected decline in production of wheat, rice, cotton, sugarcane will impact nutrition and work of rural women.

Opportunity: non farm work/new skills/livestock/value addition esp. dairy

Migration: Climate shocks trigger shifts in agricultural productivity leading to migration which influences livelihoods.

Opportunity: Women as household decision-makers; exposure to different areas/neighborhoods/towns

Natural Disasters (droughts, floods and deforestation) force crops switching, sale of productive assets, increased work burdens (as men migrate).

Opportunity: Support improved livelihoods; provision of land to landless

Health and education affected

Opportunity: Enhance edu and health infrastructure and resources to deliver better quality

1. ADB, 2017. Climate change profile of Pakistan
2. SDPI 2015 (ADD)
Education and Livelihoods

- Only 4% of rural women (ages 20-64) have a B.A degree
- Yet...
- 57% are in the labour force
- 80% are in paid work Only 8% are unpaid family helpers
- 3.3% Professionals – mainly teaching (primary 60% and secondary 31%) with average wages of PKR 16000 per month
Policies and Opportunities

*Vision 2025  *Five Year Plans  *National and Provincial Polices for Women’s Empowerment

International Commitments: CEDAW/ Beijing/ SDGs/ GSP Plus

National Policies

Mention women- but not mainstreamed into economic, agriculture or rural development policies. 11th Five Year Plan- Chapter on Women’s Empowerment- focus on GBV, gender sensitivity of law enforcement agencies; skill training esp in sectors where women are employed: agri/ livestock/ garments/ food processing/ light manufacturing Opportunity: 12th FYP 2019-2023

Transport: National Transport Policy (NTP) draft (ADB/ DFID support) Opportunity to ensure gender inclusivity and emphasis on rural roads (irrespective of CPEC/ non-CPEC routes)

Climate Change: under review- Opportunity to ensure gender and social inclusion

Labour: Recognition of informal workers, agricultural workers required

Agriculture: Women as farmers, dairy managers- Opportunity- inclusion in dairy and food security

Specific WE policies: focus on economic, social and political rights. Except for Punjab no other province has a linked budget or work-plan
Thank you